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ABSTRACT

This report contains fiscal year (FY) 1997 data on compensation received by employees in the 49 public community colleges in the Illinois Community College System. Data tables are first provided on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload, and summer term; salary schedules for full-time faculty with a Master's Degree; and institutional policies related to faculty salaries and contracts. Information is then presented on contractual base salaries for non-teaching professional and administrative staff for FY 1997, salaries paid to selected administrators, a summary of FY 1997 monthly classified staff salaries, and FY 1996 fringe benefits for all full-time employees. Finally, the report provides FY 1997 mean percentage salary increases for all employees, the average total salary actually paid at the colleges in FY 1996, and average contractual salaries for FY 1993 through FY 1997. Highlighted data include the following: (1) FY 1997 average total salaries actually paid (including all overloads and compensation) amounted to $57,767 for faculty, $58,820 for administrative, and $38,370 for professional, non-teaching employees; (2) FY 1996 average fringe benefit costs for full-time employees were $5,392 for faculty, $5,816 for administrative, $5,400 for non-teaching staff, and $4,962 for classified staff; and (3) FY 1997 average salary rates were $383 per credit hour for part-time faculty, $526 for full-time faculty (overload rate), and $597 for full-time faculty (summer rate). Detailed data tables with comparative information by college are provided. (JDI)

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Fiscal Year 1997 Salary Report

for the Illinois Public Community Colleges

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HIGHLIGHTS OF THE FISCAL YEAR 1997 SALARY REPORT

1. Fiscal Year 1996 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1995 and June 30, 1996.

Faculty (9 and 12 month)	$57,767
Administrative (12 month)	$58,820
Other (Nonteaching) Professional (9 and 12 month)	$38,370

2. Fiscal Year 1996 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 5,392
Administrative (12 month)	$ 5,816
Other (Nonteaching) Professional (9 month)	$ 5,400
Classified (12 month)	$ 4,962

3. Fiscal Year 1997 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$50,095
Administrative (12 month)	$57,951
Other (Nonteaching) Professional (9 month)	$44,432

4. Fiscal Year 1997 Average Salary Rates.

Part-Time Faculty Rate	$383/credit hour
Full-Time Faculty Overload Rate	$526/credit hour
Full-Time Faculty Summer Rate	$597/credit hour

5. Fiscal Year 1997 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$27,532
Master's Degree, Plus Zero Hours (5 Years Experience	$32,394
Master's Degree, Maximum Hours (5 Years Experience)	$38,863
Master's Degree, Maximum Hours (Maximum Experience)	$61,499

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FISCAL YEAR 1997 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Data about compensation received by employees in Illinois' 49 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 1997 Salary Report* reflect the census date of October 1, 1996. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 1996 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1997. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1997 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Low Faculty Salaries	$16,449	$32,826	$27,492
Average Faculty Salaries	$28,952	$66,636	$50,095*
High Faculty Salaries	$33,907	$91,608	$63,859
Median Faculty Salaries	$28,565	$72,060	$47,420

*Weighted

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Table 2

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	6	$28,350	$34,500	$40,500	$43,500	$49,000	$39,382
SANDBURG	52	25,114	33,947	39,877	46,968	54,795	40,383
SHAWNEE	41	27,584	30,989	35,423	40,448	52,405	37,180
SOUTHEASTERN	49	25,892	32,526	36,610	45,708	54,382	38,838
SPOON RIVER	38	24,401	30,643	36,262	40,631	49,371	36,820
WOOD	15	24,631	27,672	28,565	29,968	33,907	28,952
DANVILLE	55	25,802	30,334	38,139	44,764	49,120	37,622
HIGHLAND	50	21,938	39,321	43,798	49,187	58,568	44,410
KASKASKIA	54	22,551	33,739	44,098	50,813	54,950	42,448
KISHWAUKEE	66	26,250	31,349	37,687	44,664	59,298	38,908
REND LAKE	58	29,409	36,789	40,211	48,456	52,938	41,232
SAUK VALLEY	51	23,882	30,479	38,766	44,766	53,254	38,307
ILLINOIS EASTERN	92	21,527	29,349	34,625	39,980	49,900	34,919
ILLINOIS VALLEY	66	29,090	33,138	38,795	52,340	70,104	42,784
KANKAKEE	52	29,460	38,225	44,515	49,594	57,739	44,737
LAKE LAND	96	21,280	32,714	36,636	50,107	59,945	40,761
LEWIS & CLARK	75	30,074	42,033	49,446	52,108	60,793	46,272
LOGAN	100	30,992	36,669	41,674	49,516	58,213	43,090
MC HENRY	73	27,850	41,218	46,788	53,472	63,776	47,356
BELLEVILLE	105	30,152	37,014	52,793	57,134	64,917	48,544
BLACK HAWK	133	27,433	40,943	47,030	53,197	63,245	45,748
HEARTLAND	7	31,432	32,801	39,667	43,421	48,851	38,925
ILLINOIS CENTRAL	170	26,400	35,535	44,443	51,125	60,345	43,555
LINCOLN LAND	117	24,533	44,109	51,650	59,791	62,780	49,959
PARKLAND	151	27,853	38,519	49,028	57,407	66,498	48,208
RICHLAND	57	25,750	32,351	39,211	47,054	51,968	39,369
ROCK VALLEY	119	29,412	38,232	47,052	54,612	62,172	46,343
ELGIN	108	31,730	48,601	63,160	70,027	73,528	59,492
MORTON	47	31,890	45,535	54,534	58,791	63,615	51,146
PRAIRIE STATE	67	31,251	38,222	47,988	58,022	64,380	47,496
SOUTH SUBURBAN	122	17,150	39,120	49,975	64,464	72,152	50,508
WAUBONSEE	71	32,114	40,686	44,094	51,724	60,953	45,952
CHICAGO	784	27,291	45,721	55,418	65,018	82,356	54,855
DUPAGE	278	32,567	49,297	55,807	63,339	72,751	56,540
HARPER	182	25,214	42,863	56,194	71,392	78,468	57,458
JOLIET	145	16,449	40,232	51,358	65,141	80,001	52,084
LAKE COUNTY	157	19,994	61,367	72,060	76,023	80,204	66,636
MORAINE VALLEY	157	26,037	42,796	50,437	57,923	73,681	49,501
OAKTON	130	32,826	50,075	65,153	75,653	91,608	62,529
TRITON	161	28,615	53,057	59,917	68,117	73,566	58,309
TOTAL/AVERAGES	4357	$27,492	$39,557	$47,420	$55,035	$63,859	$50,095
Lowest Low/Highest High		$16,449				$91,608	

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	2	$34,500	$34,500	$35,250	$36,000	$36,000	$35,250
SANDBURG	--	--	--	--	--	--	--
SHAWNEE	1	36,672	36,672	36,672	36,672	36,672	36,672
SOUTHEASTERN	7	27,423	27,933	32,158	35,037	39,244	32,021
SPOON RIVER	--	--	--	--	--	--	--
WOOD	25	23,388	30,080	33,070	37,377	47,124	34,177
DANVILLE	2	24,410	24,410	30,483	36,555	36,555	30,483
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	--	--	--	--	--	--	--
REND LAKE	--	--	--	--	--	--	--
SAUK VALLEY	--	--	--	--	--	--	--
ILLINOIS EASTERN	14	36,879	36,879	36,789	36,879	36,879	36,879
ILLINOIS VALLEY	1	55,760	55,760	55,760	55,760	55,760	55,760
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	1	33,277	33,277	33,277	33,277	33,277	33,277
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	--	--	--	--	--	--	--
MC HENRY	--	--	--	--	--	--	--
BELLEVILLE	3	47,096	47,096	48,478	78,806	78,806	58,127
BLACK HAWK	2	43,841	43,841	47,888	51,934	51,934	47,888
HEARTLAND	32	30,370	33,736	37,022	40,226	45,636	36,908
ILLINOIS CENTRAL	--	--	--	--	--	--	
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	--	--	--	--	--	--	--
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	7	29,525	29,525	34,393	35,318	36,976	32,964
ELGIN	--	--	--	--	--	--	--
MORTON	--	--	--	--	--	--	--
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	--	--	--	--	--	--	--
WAUBONSEE	--	--	--	--	--	--	--
CHICAGO	--	--	--	--	--	--	--
DUPAGE	--	--	--	--	--	--	--
HARPER	--	--	--	--	--	--	--
JOLIET	--	--	--	--	--	--	--
LAKE COUNTY	--	--	--	--	--	--	--
MORAINE VALLEY	--	--	--	--	--	--	--
OAKTON	--	--	--	--	--	--	--
TRITON	--	--	--	--	--	--	--
TOTAL/AVERAGES	97	$35,262	$36,142	$38,437	$42,820	$44,572	$36,433
Lowest Low/Highest High		$23,388				$78,806	

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Section II

FISCAL YEAR 1997 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1997.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1997 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Highest	Average
Part-time Faculty Rates	$250	$549	$383
Overload Rates (Full-time Faculty)	$250	$1,219	$526
Summer Term Rates (Full-time Faculty)	$300	$1,413	$597

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Table 5

FISCAL YEAR 1997 AVERAGE PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
METROPOLITAN	$450	$450	$450
SANDBURG	339	323	429
SHAWNEE	300	400	300
SOUTHEASTERN	310	450	500
SPOON RIVER	296	1,219	1,097
WOOD	359	368	375
DANVILLE	330	375	405
HIGHLAND	334	713	713
KASKASKIA	306	442	442
KISHWAUKEE	320	950	800
REND LAKE	317	725	725
SAUK VALLEY	375	365	400
ILLINOIS EASTERN	250	250	375
ILLINOIS VALLEY	400	350	475
KANKAKEE	350	508	541
LAKE LAND	360	385	385
LEWIS & CLARK	400	415	415
LOGAN	376	454	541
MC HENRY	388	434	434
BELLEVILLE	384	767	741
BLACK HAWK	406	550	550
HEARTLAND	450	--	450
ILLINOIS CENTRAL	413	600	1,244
LINCOLN LAND	466	678	690
PARKLAND	538	500	665
RICHLAND	404	471	684
ROCK VALLEY	433	521	622
ELGIN	400	513	600
MORTON	358	358	358
PRAIRIE STATE	320	350	300
SOUTH SUBURBAN	320	759	759
WAUBONSEE	395	480	547
CHICAGO	549	*	*
DUPAGE	494	513	1,413
HARPER	500	520	520
JOLIET	354	409	436
LAKE COUNTY	450	485	465
MORAINE VALLEY	300	795	1,114
OAKTON	503	570	570
TRITON	330	584	767
AVERAGES	$383	$526	$597

-- Not Applicable

* Calculated as a percentage of base salary

SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 1997 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1997 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1997 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1997 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	- High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$20,785	$34,054	$27,532
Master's Degree, Plus Zero Hours (5 Years Experience)	$25,933	$44,507	$32,394
Master's Degree, Maximum Hours (5 Years Experience)	$29,457	$58,168	$38,863
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	$49,120	$86,062	$61,499

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1997

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
METROPOLITAN	$27,000	$30,375	$38,815	$51,750
SANDBURG	--	--	--	50,871
SHAWNEE	26,900	30,320	34,695	51,795
SOUTHEASTERN	27,167	30,995	35,163	54,382
SPOON RIVER	24,401	29,395	35,637	49,371
WOOD	--	--	--	--
DANVILLE	27,000	--	--	49,120
HIGHLAND	28,514	34,587	42,486	56,999
KASKASKIA	22,551	26,846	32,928	55,070
KISHWAUKEE	--	--	--	--
REND LAKE	28,285	31,095	36,510	--
SAUK VALLEY	23,235	25,933	29,457	53,254
ILLINOIS EASTERN	20,785	--	--	50,105
ILLINOIS VALLEY	28,781	31,215	36,932	52,340
KANKAKEE	24,685	29,318	35,669	57,739
LAKE LAND	26,481	29,106	30,118	--
LEWIS & CLARK	30,074	32,736	35,628	56,100
LOGAN	29,226	33,361	38,366	58,213
MC HENRY	27,850	34,534	45,395	67,119
BELLEVILLE	32,027	35,360	38,569	54,519
BLACK HAWK	25,987	30,785	31,748	53,197
HEARTLAND	--	--	--	--
ILLINOIS CENTRAL	25,340	--	--	60,345
LINCOLN LAND	26,515	31,019	35,909	59,791
PARKLAND	27,000	32,000	39,500	62,583
RICHLAND	25,000	28,750	35,500	51,250
ROCK VALLEY	28,152	33,192	38,232	59,652
ELGIN	29,111	34,350	46,816	73,528
MORTON	31,890	38,618	42,494	59,922
PRAIRIE STATE	23,994	28,695	34,724	63,831
SOUTH SUBURBAN	27,844	34,287	42,518	69,201
WAUBONSEE	30,527	35,665	41,276	61,618
CHICAGO	28,495	33,981	46,472	86,062
DUPAGE	27,835	34,516	45,561	72,751
HARPER	29,746	34,820	38,998	78,468
JOLIET	33,263	35,338	41,030	66,581
LAKE COUNTY	34,054	44,507	58,168	80,204
MORAINE VALLEY	25,516	28,936	32,654	73,681
OAKTON	29,949	32,826	42,541	77,484
TRITON	25,955	31,548	41,980	73,566
AVERAGES	$27,532	$32,394	$38,863	$61,499

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1997

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-six public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1997

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	26	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12	18	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	49	35

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1997

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
METROPOLITAN	30	15	5	36	No	–	–	Yes	No	–
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	15	15	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	18	8	34	Yes	Yes	3	Yes	Yes	IEA/NEA
WOOD	30	15	10	49	No	–	–	No	No	–
DANVILLE	30	15	10	35	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	31	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	30	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	–	5	39	Yes	Yes	4	Yes	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE LAND	30	15	5	35	Yes	Yes	3	Yes	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	–	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BELLEVILLE	30	15	10	36	Yes	Yes	3	Yes	Yes	AAUP,IFT/AFT
BLACK HAWK	31	16	5	36	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	30	15	10	34	No	–	–	No	No	–
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
LINCOLN LAND	30	15	6	33	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
RICHLAND	30	17	5	32	Yes	No	–	No	Yes	IFT/AFT
ROCK VALLEY	30	15	5	39	No	–	–	Yes	No	–
ELGIN	30	–	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
MORTON	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	2	Yes	Yes	IFT/AFT
CHICAGO	26	12	4	38	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	30	15	10	39	Yes	Yes	5	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	5	32	Yes	Yes	5	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	34	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	–	4	34	Yes	Yes	3	Yes	Yes	IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	14	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	15	7	35	N= 4 Y=36	N= 1 Y=35	1= 1 2= 1 4= 6 5= 2	N= 4 Y=36	N= 4 Y=36	IEA/NEA=12 IFT/AFT=22 AAUP=1 NA=4

SOURCE OF DATA: Salary Submission (C2)

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Section V

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1997 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $44,432. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $34,047.

Table 10

SUMMARY OF FISCAL YEAR 1997 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low -	High	
Lowest Salaries (9 month)	$10,900	$54,534	$28,115
Lowest Salaries (12 month)	$ 9,707	$26,599	$18,227
Average Salaries (9 month)	$19,381	$66,437	$44,432*
Average Salaries (12 month)	$25,144	$43,199	$34,047*
Highest Salaries (9 month)	$20,221	$85,694	$51,813
Highest Salaries (12 month)	$32,000	$80,204	$53,381
Median Salaries (9 month)	$13,272	$69,604	$39,286
Median Salaries (12 month)	$25,251	$43,669	$30,588

*Weighted

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Table 11

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	--	$ --	$ --	$ --	$ --	$ --	$ --
SANDBURG	6	21,463	22,676	30,830	38,217	38,217	30,372
SHAWNEE	--	--	--	--	--	--	--
SOUTHEASTERN	9	10,900	11,230	13,500	25,126	34,823	19,381
SPOON RIVER	1	40,631	40,631	40,631	40,631	40,631	40,631
WOOD	--	--	--	--	--	--	--
DANVILLE	3	13,117	13,117	13,272	44,154	44,154	23,514
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	4	34,599	37,616	47,792	54,950	54,950	46,283
KISHWAUKEE	14	16,500	25,000	33,818	36,058	45,452	31,047
REND LAKE	7	15,655	18,540	27,306	34,500	35,500	25,512
SAUK VALLEY	12	16,788	27,332	30,868	36,124	49,043	32,070
ILLINOIS EASTERN	1	20,221	20,221	20,221	20,221	20,221	20,221
ILLINOIS VALLEY	3	52,340	52,340	62,808	65,425	65,425	60,191
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	14	25,125	28,161	29,281	37,432	60,807	35,701
LEWIS & CLARK	--	--	--	--	--	--	--
LOGAN	6	24,679	32,000	36,864	43,264	43,805	36,246
MC HENRY	9	34,534	46,788	57,092	59,877	60,434	52,698
BELLEVILLE	4	34,622	42,708	52,216	53,923	54,207	48,315
BLACK HAWK	12	14,914	26,859	40,661	43,550	51,583	36,125
HEARTLAND	1	25,000	25,000	25,000	25,000	25,000	25,000
ILLINOIS CENTRAL	8	18,689	44,153	50,920	57,628	58,590	47,835
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	4	24,691	25,365	26,492	43,529	60,112	34,447
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	4	49,572	52,092	55,242	62,476	69,080	57,284
ELGIN	9	39,620	55,514	59,033	67,658	73,528	59,367
MORTON	2	54,534	54,534	57,853	61,172	61,172	57,853
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	13	30,262	34,287	40,614	50,218	67,201	44,593
WAUBONSEE	5	37,341	37,341	40,004	51,915	52,777	43,875
CHICAGO	--	--	--	--	--	--	--
DUPAGE	26	40,083	55,807	63,339	72,751	72,751	60,823
HARPER	--	--	--	--	--	--	--
JOLIET	10	36,093	39,506	43,003	60,845	71,584	47,985
LAKE COUNTY	3	22,216	22,216	24,484	25,995	25,995	24,232
MORAINE VALLEY	23	19,579	32,003	38,694	46,908	63,538	40,919
OAKTON	21	39,630	62,756	69,604	72,517	85,694	66,437
TRITON	13	30,046	38,347	47,152	49,981	68,117	46,967
TOTAL/AVERAGES	247	$28,115	$34,138	$39,286	$46,068	$51,813	$44,432
Lowest Low/Highest High		$10,900				$85,694	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

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Table 12

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	24	$20,000	$25,500	$30,000	$36,655	$43,308	$30,651
SANDBURG	39	10,500	21,208	25,251	29,799	37,353	25,144
SHAWNEE	21	21,679	23,700	26,723	29,836	37,045	27,807
SOUTHEASTERN	16	13,000	20,399	29,624	34,908	49,510	28,651
SPOON RIVER	16	23,485	25,660	29,679	33,227	44,521	30,130
WOOD	20	19,469	22,826	27,293	35,325	45,000	29,106
DANVILLE	24	18,324	22,554	26,011	29,181	37,501	26,352
HIGHLAND	23	18,180	23,371	25,660	27,531	32,000	25,482
KASKASKIA	--	--	--	--	--	--	--
KISHWAUKEE	37	14,764	22,640	27,301	33,075	45,430	28,742
REND LAKE	35	9,707	23,175	26,626	31,000	40,973	26,757
SAUK VALLEY	11	25,406	25,406	29,357	31,472	35,598	28,809
ILLINOIS EASTERN	47	17,680	26,382	31,504	35,542	59,251	32,030
ILLINOIS VALLEY	18	16,680	23,690	28,861	31,304	43,000	28,582
KANKAKEE	41	14,592	22,056	25,704	28,836	45,864	25,824
LAKE LAND	48	16,061	21,840	27,174	31,306	49,284	27,174
LEWIS & CLARK	71	14,000	23,373	27,283	30,992	58,039	28,872
LOGAN	62	17,098	24,284	27,353	33,198	55,870	29,520
MC HENRY	36	21,994	26,210	29,469	33,847	43,380	30,073
BELLEVILLE	60	21,321	25,851	30,342	38,366	72,790	34,086
BLACK HAWK	61	19,398	30,975	35,007	40,973	58,020	36,055
HEARTLAND	22	19,305	28,085	30,798	34,879	42,000	30,981
ILLINOIS CENTRAL	88	16,224	22,412	27,803	39,655	64,150	31,424
LINCOLN LAND	67	12,897	24,173	29,703	34,611	52,925	29,657
PARKLAND	74	17,240	27,633	30,389	38,201	56,723	32,578
RICHLAND	29	19,329	24,466	25,847	32,629	60,714	29,916
ROCK VALLEY	27	26,599	30,961	39,452	43,864	58,880	39,808
ELGIN	60	22,403	32,465	40,339	47,596	59,222	40,249
MORTON	31	17,700	24,274	27,500	31,603	52,708	29,812
PRAIRIE STATE	26	13,255	25,015	27,254	30,763	63,831	31,555
SOUTH SUBURBAN	35	17,098	22,518	27,614	34,340	46,388	28,684
WAUBONSEE	37	20,448	27,772	33,850	38,980	62,000	33,817
CHICAGO	298	14,500	31,127	36,938	43,843	77,091	37,578
DUPAGE	147	19,189	33,387	37,980	45,330	68,110	39,730
HARPER	166	15,135	32,556	38,742	45,653	78,468	39,877
JOLIET	23	20,139	23,660	28,896	31,684	41,020	28,557
LAKE COUNTY	88	23,047	27,590	32,377	38,768	80,204	38,342
MORAINE VALLEY	83	16,159	24,370	30,139	38,150	57,240	32,085
OAKTON	95	22,582	30,984	37,434	42,551	63,212	37,857
TRITON	66	24,255	37,659	43,669	49,606	63,224	43,199
TOTAL/AVERAGES	2172	$18,227	$25,954	$30,588	$35,874	$53,381	$34,047
Lowest Low/Highest High		$9,707				$80,204	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

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Section VI

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1997. The weighted average administrative staff salary ranged from a low of $40,267 to a high of $81,953. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1997 salaries; and the median fiscal year 1997 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personal are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1997 was $57,951. The lowest reported administrative salary was $15,020 and the highest was $175,744. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1997 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	- High	State Average
Lowest Administrative Salaries	$15,020	$ 59,062	$ 33,519
Average Administrative Salaries	$40,267	$ 81,953	$ 57,951*
Highest Administrative Salaries	$84,660	$175,744	$108,046
Median Administrative Salaries	$37,911	$ 79,831	$ 53,878

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	11	$38,000	$41,000	$50,000	$62,000	$90,000	$53,500
SANDBURG	19	28,350	34,234	45,508	61,640	93,230	48,476
SHAWNEE	16	16,166	36,592	37,911	50,139	94,800	43,555
SOUTHEASTERN	26	25,500	34,313	40,006	47,493	85,300	43,638
SPOON RIVER	15	25,000	32,787	44,701	63,178	85,000	48,273
WOOD	26	30,262	35,694	39,897	45,986	95,000	42,024
DANVILLE	30	24,410	38,250	44,421	56,060	108,282	49,697
HIGHLAND	25	23,722	35,000	46,350	50,923	86,520	45,251
KASKASKIA	24	15,020	26,013	39,033	51,989	84,660	40,267
KISHWAUKEE	16	43,000	49,665	59,258	71,988	129,000	64,148
REND LAKE	23	33,550	41,830	52,000	62,071	92,000	52,771
SAUK VALLEY	19	29,379	39,723	51,658	62,017	104,418	53,949
ILLINOIS EASTERN	30	26,208	31,985	42,903	61,800	99,800	49,231
ILLINOIS VALLEY	21	33,339	41,626	47,432	63,202	100,100	52,085
KANKAKEE	49	23,539	30,697	45,148	57,390	94,500	46,097
LAKE LAND	20	29,890	42,235	47,754	77,183	98,843	55,998
LEWIS & CLARK	19	31,000	43,182	59,406	66,113	102,284	57,215
LOGAN	30	32,550	40,500	55,077	71,954	103,685	56,188
MC HENRY	39	28,822	41,673	52,265	68,583	113,338	55,859
BELLEVILLE	32	35,863	46,540	60,554	74,420	103,729	61,031
BLACK HAWK	20	40,000	52,098	62,265	70,526	103,000	62,385
HEARTLAND	12	44,623	47,748	55,456	73,860	109,200	62,046
ILLINOIS CENTRAL	38	29,520	47,520	59,433	69,500	116,470	59,672
LINCOLN LAND	47	30,594	43,475	52,750	67,417	106,051	54,333
PARKLAND	35	34,500	51,303	61,212	71,310	117,304	62,348
RICHLAND	19	39,000	48,870	62,568	67,000	104,035	60,978
ROCK VALLEY	49	28,138	40,284	49,572	59,052	119,854	52,101
ELGIN	31	32,720	50,305	59,561	78,290	108,680	62,352
MORTON	14	48,413	54,653	63,618	74,300	100,000	66,251
PRAIRIE STATE	37	27,371	32,918	40,791	51,205	106,600	46,248
SOUTH SUBURBAN	27	41,390	55,800	60,278	79,274	100,000	65,946
WAUBONSEE	24	41,300	47,600	54,950	67,000	130,000	61,613
CHICAGO	157	32,100	51,550	62,011	70,000	175,744	64,941
DUPAGE	52	51,014	64,377	77,144	89,889	137,900	79,014
HARPER	38	50,621	63,338	70,144	79,800	130,334	74,256
JOLIET	62	29,640	37,315	41,909	54,601	100,000	48,363
LAKE COUNTY	50	34,841	44,411	59,011	80,654	120,000	63,243
MORAINE VALLEY	25	32,358	46,004	60,196	77,698	133,184	65,853
OAKTON	26	59,062	67,760	79,831	89,838	121,000	81,953
TRITON	28	40,000	47,828	61,156	68,408	118,000	63,161
TOTALS/AVERAGES	1,281	$33,519	$43,967	$53,878	$66,644	$108,046	$57,951
Lowest Low/Highest High		$15,020				$175,744	

SOURCE OF DATA: Salary Submission (C1)

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Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

A summary of the fiscal year 1997 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1997. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1997 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$84,660	$175,744	$108,046
Chief Campus Administrator	$73,928	$111,816	$ 94,797
Chief Finance Officer	$57,615	$120,000	$ 81,314
Chief Academic Officer	$56,917	$113,781	$ 82,060
Student Services Officer	$38,370	$ 98,407	$ 68,009
Dean-Baccalaureate Education	$49,100	$ 95,303	$ 68,396
Dean-Occupational/Career Education	$54,000	$ 95,303	$ 68,115
Dean-Continuing Education	$33,550	$ 81,883	$ 59,283
Director-Data Processing/Info Technology	$32,250	$100,000	$ 62,225
Director-Research & Planning	$36,145	$ 89,459	$ 57,325
Director-Admissions and Records	$34,864	$ 88,806	$ 52,098
Director-Counseling	$38,034	$ 73,404	$ 54,962
Director-Financial Aid	$29,511	$ 65,210	$ 47,108
Director-Job Placement	$30,028	$ 63,966	$ 42,667
Director-Student Activities	$26,916	$ 80,654	$ 49,190
Director-Library/LRC	$29,973	$ 90,971	$ 54,600
Director-Development/Grants	$40,841	$ 82,000	$ 58,777
Director-Public Information/Relations	$30,441	$ 83,000	$ 49,406
Director-Personnel/Human Resources	$29,890	$117,660	$ 60,832
Director-Business Services	$30,571	$ 86,465	$ 54,088
Director-Physical Facilities/Grounds	$31,389	$ 77,975	$ 56,859
Director-Adult Education	$26,821	$ 89,838	$ 50,856
Director-Athletics	$16,166	$ 77,144	$ 49,471
Controller	$32,865	$ 79,274	$ 52,667

*Weighted

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$90,000	1	1	1	$				$62,000	1	1	4	$65,000	1	1	4
SANDBURG	93,230	1	5	1					67,237	1	6	2	65,547	1	7	2
SHAWNEE	94,800	1	1	1									62,797	1	9	4
SOUTHEASTERN	85,300	1	2	1					72,165	1	13	2	65,000	1	31	2
SPOON RIVER	85,000	1	1	1					66,718	1	2	2	64,000	1	1	2
WOOD	95,000	1	0	1												
DANVILLE	108,282	1	8	1					77,300	1	8	2	80,211	1	31	2
HIGHLAND	86,520	1	6	1					61,800	1	4	3	65,343	1	10	3
KASKASKIA	84,660	1	3	1					59,566	1	2	2				
KISHWAUKEE	129,000	1	29	1	86,950	1	20	2	57,615	1	20	2	72,385	1	9	3
REND LAKE	92,000	1	7	1					66,500	1	6	3	58,902	2	11	2-5
SAUK VALLEY	104,418	1	10	1					58,684	1	2	2	75,227	1	4	2
ILLINOIS EASTERN	99,800	1	1	1	77,066	4	5	2	61,800	1	21	3	56,917	2	10	4
ILLINOIS VALLEY	100,100	1	1	1					81,328	1	23	2				
KANKAKEE	94,500	1	20	1					78,160	1	22	2	78,218	1	6	2
LAKE LAND	98,843	1	9	1					88,983	1	11	2	88,982	1	6	2
LEWIS & CLARK	102,284	1	6	1	75,305	1	5	2					77,192	1	6	2
LOGAN	103,685	1	23	1					85,172	1	23	2	78,758	1	6	2
MC HENRY	113,338	1	17	1					82,749	1	17	2	84,093	1	12	2
BELLEVILLE	103,729	1	9	1					90,269	1	22	2	84,800	1	7	2
BLACK HAWK	103,000	1	3	1	73,928	1	18	2	70,167	1	18	2	75,228	1	1	2
HEARTLAND	109,200	1	6	1					77,000	1	1	2	81,000	1	6	2
ILLINOIS CENTRAL	116,470	1	8	1					87,080	1	24	2	87,080	1	18	2
LINCOLN LAND	106,051	1	7	1					82,409	1	2	2	83,507	1	3	2
PARKLAND	117,304	1	7	1					73,816	1	3	2	93,815	1	5	2
RICHLAND	104,035	1	8	1					67,000	1	7	3	85,000	1	1	2
ROCK VALLEY	119,854	1	28	1									92,098	1	25	2
ELGIN	108,680	1	3	1					92,790	1	17	2	90,320	1	2	2
MORTON	100,000	1	2	1					87,768	1	11	2				
PRAIRIE STATE	106,600	1	6	1					90,924	1	22	2	88,267	1	12	2
SOUTH SUBURBAN	100,000	1	0	1					88,055	1	9	2	92,559	1	5	2
WAUBONSEE	130,000	1	16	1					87,800	1	1	2	93,500	1	2	2
CHICAGO	175,744	1	4	1	111,816	7	3	2	120,000	1	1	2	113,781	2	2	2
DUPAGE	137,900	1	3	1					102,480	1	28	2				
HARPER	130,334	1	9	1					95,000	1	1	2	108,290	1	4	2
JOLIET	100,000	1	2	1					87,000	1	1	2	87,897	1	11	2
LAKE COUNTY	120,000	1	1	1					97,240	1	1	2	97,240	1	1	2
MORAINE VALLEY	133,184	1	6	1					103,063	1	11	2	98,732	1	2	2
OAKTON	121,000	1	2	1					109,652	1	25	2	100,000	1	12	2
TRITON	118,000	1	5	1					90,000	1	2	2	97,000	1	3	2
NUMBER OF PERSONS	40				14				36				38			
AVERAGES	$108,046				$94,797				$81,314				$82,060			

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Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$				$				$54,000	1	1	4	$			
SANDBURG	68,928	1	10	2									53,683	1	5	4
SHAWNEE	62,797	1	22	4												
SOUTHEASTERN	61,623	1	13	2					60,823	1	5	4	51,092	1	21	4
SPOON RIVER	52,200	1	7	3					56,896	1	6	3	63,178	1	10	2
WOOD	66,243	1	9	1									60,087	1	20	2
DANVILLE	54,284	1	16	4					69,722	1	27	4	43,747	1	14	4
HIGHLAND					60,953	2	25	4	59,790	1	16	4				
KASKASKIA									65,527	1	16	3	61,164	1	22	2
KISHWAUKEE	65,620	1	17	4									60,900	1	17	4
REND LAKE	62,775	1	3	3									33,550	1	3	5
SAUK VALLEY	58,684	1	2	2	62,017	1	29	3	67,221	1	12	3	54,525	1	3	3
ILLINOIS EASTERN	38,370	2	8	4												
ILLINOIS VALLEY	65,990	1	19	2					63,202	1	27	3	66,499	1	16	2
KANKAKEE	71,082	1	20	2					68,712	1	19	3	71,094	1	28	4
LAKE LAND	88,984	1	17	2									51,302	1	1	4
LEWIS & CLARK	66,031	1	5	2												
LOGAN	80,827	1	8	2	77,999	1	6	3								
MC HENRY	76,686	1	9	3					73,586	1	3	3	77,051	1	15	3
BELLEVILLE	71,933	1	16	2	76,907	1	30	4	76,907	1	25	4				
BLACK HAWK	66,595	1	4	4	59,113	2	15	4					70,884	1	22	3
HEARTLAND	70,652	1	5	3												
ILLINOIS CENTRAL	56,605	1	2	4	80,460	1	18	4	63,965	1	2	4				
LINCOLN LAND					70,717	1	14	4	74,494	1	16	4				
PARKLAND	60,616	2	3	3-4					71,322	1	6	3	62,515	1	6	4
RICHLAND	67,876	1	23	3									57,267	1	17	3
ROCK VALLEY	69,174	1	12	3	68,092	1	2	3	67,905	1	2	3	45,401	1	2	4
ELGIN	78,714	1	16	4									47,499	1	6	4
MORTON	74,300	1	2	2	67,346	1	23	4	59,312	1	9	4	54,985	1	4	4
PRAIRIE STATE	60,067	1	18	3	65,653	1	13	3	58,598	1	6	3	59,039	1	9	3
SOUTH SUBURBAN	90,087	1	7	2	87,273	1	8	4	83,253	1	4	4				
WAUBONSEE	61,000	1	23	3	49,100	1	5	4	53,200	1	5	4	48,000	1	2	4
CHICAGO	61,023	6	5	4	65,727	6	3	4	68,108	3	1	4	56,524	10	5	4
DUPAGE					95,303	1	21	4	95,303	1	9	4				
HARPER	98,407	1	15	2					63,338	1	5	3	75,660	1	27	4
JOLIET	84,449	1	11	2					81,883	1	22	4	81,883	1	25	4
LAKE COUNTY	89,810	1	18	3									73,615	1	12	4
MORAINE VALLEY	85,647	1	5	2	71,749	1	14	4	77,698	1	14	4	76,080	1	11	4
OAKTON	98,001	1	11	2												
TRITON	66,180	1	10	4	66,000	1	1	4					68,256	1	12	4
NUMBER OF PERSONS	42				23				26				36			
AVERAGES	$68,009				$68,396				$68,115				$59,283			

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Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$38,000	1	1	4	$				$42,500	1	1	4	$			
SANDBURG	61,640	1	1	4					51,995	1	18	4				
SHAWNEE									37,859	1	7	4				
SOUTHEASTERN	32,250	1	2	6					39,114	1	4	6	46,218	1	20	6
SPOON RIVER					42,566	1	2	3								
WOOD	54,919	1	18	4	41,114	1	10	4	39,827	1	2	4				
DANVILLE	40,000	1	1	4					34,864	1	5	4	38,250	1	4	4
HIGHLAND	47,444	1	6	4					47,920	1	6	4	47,554	1	29	4
KASKASKIA	63,823	1	19	2												
KISHWAUKEE	66,570	1	18	3					49,180	1	3	4				
REND LAKE	55,000	1	1	4	51,650	1	16	4					48,111	1	3	4
SAUK VALLEY	62,168	1	3	3					45,903	1	5	4				
ILLINOIS EASTERN																
ILLINOIS VALLEY	47,312	1	11	2					51,403	1	18	3				
KANKAKEE	62,839	1	25	3					56,628	1	25	4	58,643	1	29	4
LAKE LAND	55,577	1	12	4					49,212	1	5	4				
LEWIS & CLARK	60,609	1	26	4					42,887	1	5	4	38,034	1	4	4
LOGAN	53,501	1	16	4					35,846	1	10	4				
MC HENRY	68,390	1	1	3	52,265	1	4	4	45,321	1	5	4				
BELLEVILLE	57,397	1	13	4	36,145	1	17	4	63,105	1	25	4	62,630	1	6	4
BLACK HAWK	67,875	1	22	3												
HEARTLAND	44,623	1	2	3									47,287	1	6	4
ILLINOIS CENTRAL	64,480	1	20	6					45,810	1	5	6	53,350	1	2	6
LINCOLN LAND	55,725	1	4	4					53,001	1	13	4	72,994	1	29	4
PARKLAND	63,169	1	3	3	54,562	1	6	3	53,766	1	3	4	39,534	1	2	4
RICHLAND									62,568	1	19	3				
ROCK VALLEY	66,862	1	8	4					60,060	1	19	4	46,751	1	2	4
ELGIN	62,645	1	2	4	50,305	1	2	4	48,338	1	17	4				
MORTON	69,436	1	9	4					54,580	1	1	4	52,000	1	1	4
PRAIRIE STATE	65,686	1	12	4					37,068	1	5	4				
SOUTH SUBURBAN	60,012	1	4	4	65,859	1	6	4								
WAUBONSEE																
CHICAGO	100,000	1	1	3	72,975	1	3	3	56,314	7	8	5				
DUPAGE	96,758	1	12	3	74,125	1	5	4	88,806	1	29	4	71,313	1	4	5
HARPER	66,016	1	16	4					70,288	1	21	4	72,759	1	11	4
JOLIET	71,115	1	10	4	60,322	1	11	4	43,576	1	1	4	73,404	1	28	4
LAKE COUNTY	78,291	1	4	3	58,164	1	7	5	80,654	1	25	4	65,525	1	5	4
MORAINE VALLEY	74,126	1	8	4	43,568	1	11	6	44,089	1	6	4				
OAKTON	75,000	1	7	3	89,459	1	16	3	64,757	1	5	4				
TRITON	68,611	1	2	4	66,794	1	14	3	44,586	1	4	4				
NUMBER OF PERSONS	35				15				38				17			
AVERAGES	$62,225				$57,325				$52,098				$54,962			

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Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$				$				$				$			
SANDBURG	34,991	1	2	4									56,532	1	12	4
SHAWNEE	41,003	1	10	4									49,515	1	28	4
SOUTHEASTERN	32,250	1	5	6	34,313	1	12	6					45,324	2	18	4-6
SPOON RIVER													44,701	1	12	3
WOOD	40,903	1	2	4	35,390	1	8	4					41,489	1	8	4
DANVILLE	58,762	1	27	4	56,060	1	4	4					45,095	1	7	4
HIGHLAND	37,492	1	3	4									50,080	1	14	4
KASKASKIA	29,511	1	11	3					41,838	1	9	3				
KISHWAUKEE																
REND LAKE					38,620	1	6	4					60,611	1	19	4
SAUK VALLEY	58,411	1	31	4												
ILLINOIS EASTERN	31,848	2	11	4									33,698	4	19	4
ILLINOIS VALLEY	42,000	1	5	3	41,626	1	12	4					67,800	1	27	4
KANKAKEE	48,871	1	23	4					26,916	1	4	4	35,700	1	1	4
LAKE LAND					30,028	1	7	4					29,973	1	6	4
LEWIS & CLARK	43,411	1	5	4	33,746	1	3	4					31,000	1	1	4
LOGAN	36,679	1	4	4	59,301	1	2	4	34,076	1	3	4	56,652	1	16	4
MC HENRY	50,061	1	4	4	30,827	1	0	4					68,583	1	9	3
BELLEVILLE	42,400	1	2	4					35,863	1	7	4	71,834	1	29	4
BLACK HAWK	59,500	1	1	4												
HEARTLAND	45,430	1	5	4									40,000	1	1	4
ILLINOIS CENTRAL	58,240	1	12	6									71,150	1	26	6
LINCOLN LAND	43,842	1	5	4	33,604	1	3	4	53,181	1	10	4	62,780	1	11	4
PARKLAND	50,126	1	8	4	63,966	1	8	4					54,392	1	9	4
RICHLAND													66,625	1	16	3
ROCK VALLEY	60,060	1	16	4	39,990	1	7	6	51,842	1	1	4	54,714	1	3	4
ELGIN	45,717	1	3	4									78,290	1	26	4
MORTON													54,653	1	7	4
PRAIRIE STATE	32,918	1	2	4					51,205	1	11	3	48,083	1	12	4
SOUTH SUBURBAN									42,219	2	2	6	57,657	1	5	4
WAUBONSEE													54,800	1	10	3
CHICAGO	56,894	7	3	5	45,000	1	1	5	61,076	2	7	4				
DUPAGE													90,971	1	12	4
HARPER	52,016	1	2	4	63,287	1	10	3	63,088	1	21	4	78,198	1	27	4
JOLIET	49,263	1	19	6	37,916	1	10	6	43,645	1	4	4				
LAKE COUNTY	65,210	1	15	5	38,435	1	3	6	80,654	1	28	4	89,810	1	26	3
MORAINE VALLEY	32,358	1	27	4	43,228	1	14	4	37,142	1	13	4	53,519	1	12	4
OAKTON									61,000	1	11	4	61,000	1	7	4
TRITON	42,500	1	1	4									68,559	1	5	4
NUMBER OF PERSONS	36				17				16				37			
AVERAGES	$47,108				$42,667				$49,190				$54,600			

Table 16
(Continued)

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$				$				$43,999	1	1	4	$			
SANDBURG					32,305	1	3	3					37,913	1	13	4
SHAWNEE					36,666	1	5	4								
SOUTHEASTERN					34,548	2	11	4-6								
SPOON RIVER					32,787	1	2	3								
WOOD					39,458	1	11	4								
DANVILLE									63,110	1	10	4				
HIGHLAND					35,000	1	1	4	35,000	1	0	4	37,000	1	7	4
KASKASKIA					30,441	1	2	2								
KISHWAUKEE	54,865	1	3	2												
REND LAKE	43,750	1	4	4	41,830	1	18	4								
SAUK VALLEY					48,367	1	2	4	39,723	1	5	5	39,554	1	1	3
ILLINOIS EASTERN					31,985	1	28	4	40,355	1	13	4	30,571	4	9	4
ILLINOIS VALLEY									36,000	1	7	4				
KANKAKEE					55,768	1	11	2					50,398	1	16	4
LAKE LAND					45,035	1	13	4	29,890	1	14	6	42,929	1	6	4
LEWIS & CLARK	58,599	1	8	4	43,182	1	3	4					66,113	1	28	4
LOGAN	40,841	1	5	4	50,981	1	12	4	56,986	1	6	4				
MC HENRY									59,624	1	1	4	50,291	1	1	4
BELLEVILLE	61,324	1	11	4	43,748	1	7	4	71,020	1	13	2				
BLACK HAWK	43,986	2	1	4					69,962	1	2	4	51,600	1	10	4
HEARTLAND	62,000	1	1	4												
ILLINOIS CENTRAL	79,320	1	9	6	60,625	1	16	6	76,440	1	22	4				
LINCOLN LAND	42,680	1	12	4	44,310	1	1	4	69,896	1	23	4	57,137	1	3	4
PARKLAND	60,121	1	5	4	51,044	1	3	4					70,500	1	1	2
RICHLAND					39,000	1	1	4	43,520	1	2	3				
ROCK VALLEY	54,235	1	14	4	60,060	1	21	4					61,454	1	2	3
ELGIN	43,922	1	3	4	63,249	1	25	4	59,561	1	7	4	57,599	1	30	4
MORTON					66,190	1	25	4	77,484	1	16	2	48,413	1	13	4
PRAIRIE STATE	51,205	1	6	3	44,708	1	6	4	48,083	1	5	4	50,276	1	8	4
SOUTH SUBURBAN					54,087	1	5	6	87,493	1	8	4	49,647	1	5	6
WAUBONSEE	82,000	1	30	3	47,200	1	10	2	46,200	1	5	2	46,100	1	26	4
CHICAGO	72,826	2	4	3-4	67,600	1	2	5	117,660	1	3	2	61,553	8	9	4
DUPAGE	65,657	1	7	4	82,974	1	14	4	96,031	1	11	4				
HARPER	78,622	1	23	4	59,754	1	20	4	79,939	1	15	4				
JOLIET	57,000	1	1	4	54,052	1	6	4	61,627	1	6	4	62,605	1	17	4
LAKE COUNTY	48,106	1	7	5	56,060	1	6	5	63,353	1	7	4	86,465	1	19	3
MORAINE VALLEY					44,776	1	12	4	51,500	1	2	4				
OAKTON	66,930	1	13	4	83,000	1	6	4					67,497	1	16	4
TRITON	67,066	1	12	3	64,476	1	3	4	57,173	1	5	3	82,605	1	12	3
NUMBER OF PERSONS	23				34				26				32			
AVERAGES	$58,777				$49,406				$60,832				$54,088			

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Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level	Annual Salary	#	Yrs. in Position	Admin. Level
METROPOLITAN	$				$				$				$50,000	1	1	4
SANDBURG					33,325	1	2	4					33,325	1	1	6
SHAWNEE					37,908	1	12	4	16,166	1	11	6				
SOUTHEASTERN	40,897	1	27	6	26,821	1	3	6					47,450	1	4	6
SPOON RIVER	31,389	1	5	3	35,326	1	2	3	25,000	1	1	3				
WOOD					37,483	1	9	4	34,925	1	6	4	42,471	1	16	4
DANVILLE	52,854	1	20	4	37,018	1	6	4					51,488	1	10	4
HIGHLAND	46,350	1	3	4	35,000	1	2	4	40,706	1	3	5				
KASKASKIA	42,814	1	7	3									32,865	1	13	3
KISHWAUKEE																
REND LAKE	52,000	1	2	4									35,700	1	2	6
SAUK VALLEY	49,999	1	2	4					36,849	1	4	5				
ILLINOIS EASTERN																
ILLINOIS VALLEY	47,432	1	5	3					39,803	1	2	4				
KANKAKEE	59,321	1	21	4	38,094	1	3	4	45,148	1	7	4				
LAKE LAND	50,898	1	6	6	41,500	1	1	4					42,969	1	6	4
LEWIS & CLARK	47,191	1	7	4	50,184	1	6	4	71,092	1	5	2				
LOGAN	42,827	1	2	4												
MC HENRY	58,117	1	1	3	55,305	1	8	4	49,576	1	7	4	54,539	1	1	3
BELLEVILLE	51,832	1	15	4	65,596	1	26	4	48,788	1	18	4	53,240	1	27	4
BLACK HAWK	56,300	1	1	4	45,871	1	15	4								
HEARTLAND													48,208	1	5	3
ILLINOIS CENTRAL	70,505	1	17	4	61,630	1	5	6					61,150	1	3	4
LINCOLN LAND	58,025	1	1	4	57,836	1	11	4								
PARKLAND	71,310	1	9	3					63,815	1	3	6				
RICHLAND	50,222	1	8	4	48,870	1	9	3					42,723	1	3	3
ROCK VALLEY	60,484	1	12	4	36,225	1	5	4	54,629	1	8	4	42,189	1	2	4
ELGIN	71,675	1	3	4	56,847	1	10	4								
MORTON	61,046	1	10	4												
PRAIRIE STATE	62,418	1	21	4	42,917	1	8	4	32,918	1	5	4				
SOUTH SUBURBAN	50,958	1	2	6									79,274	1	7	4
WAUBONSEE	68,500	1	28	3	41,300	1	8	4					65,500	1	5	3
CHICAGO	75,000	1	2	3	60,941	7	3	4					72,349	1	1	4
DUPAGE					88,806	1	29	4	77,144	1	5	5				
HARPER	67,621	1	4	4					70,623	1	4	4	67,500	1	0	4
JOLIET	59,280	1	2	4	54,220	1	13	4	42,016	1	10	4	62,605	1	17	4
LAKE COUNTY	67,348	1	6	4	43,171	1	4	5	70,726	1	28	4	48,106	1	8	5
MORAINE VALLEY	60,196	1	11	4	46,004	1	16	4	47,063	1	14	4	57,256	1	5	4
OAKTON	77,975	1	5	4	89,838	1	12	4	72,967	1	24	4	67,760	1	6	4
TRITON	56,712	1	3	4	44,568	1	4	4								
NUMBER OF PERSONS	32				33				19				22			
AVERAGES	$56,859				$50,856				$49,471				$52,667			

Section VIII

SUMMARY OF FISCAL YEAR 1997 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1997 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1997*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	29	1,424	3,713	2,426
Accountant II	29	1,726	4,729	2,762
Account Clerk I	99	1,163	3,073	1,991
Account Clerk II	183	1,178	3,115	2,181
Admissions/Records Clerk	164	978	2,351	1,685
Admissions/Records Supervisor	33	1,410	4,199	2,757
Audio/Visual Services Manager	32	1,183	4,095	2,503
Bookstore Manager	29	1,215	4,086	2,697
Clerk Typist	591	819	2,442	1,770
Computer Operator I	61	1,174	2,662	1,936
Computer Operator II	41	1,371	3,718	2,310
Computer Programmer I	10	1,549	3,185	2,377
Computer Programmer II	27	1,579	4,248	2,815
Computer Systems Analyst	30	1,404	5,183	3,705
Custodian	572	1,356	2,739	1,823
Custodian Supervisor	53	1,600	4,294	2,625
Data Entry Clerk	37	1,109	2,881	1,911
Library Clerk	157	727	3,287	1,903
Programmer/Analyst	27	2,031	4,121	3,296
Purchasing Clerk	29	1,127	2,767	1,905
Purchasing Supervisor	15	1,969	4,903	3,381
Receptionist/Switchboard	85	954	2,536	1,758
Secretary-General	635	982	2,792	1,784
Secretary-Administrative	349	1,452	2,799	2,132
Secretary-Executive	105	1,720	4,018	2,641
Security Guard/Officer	116	1,353	2,929	1,942
Security Supervisor	28	1,956	4,742	3,186
Shipping/Receiving Clerk	61	1,226	3,073	2,099

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1996

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1996. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 1996 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range Low	- High	State Average
Administrative	$1,013	$10,174	$5,816
9-Month Teaching Faculty	$ 930	$ 9,294	$5,392
12-Month Teaching Faculty	$ 377	$ 9,319	$5,702
9-Month Other Professional (Nonteaching)	$2,293	$ 9,406	$5,400
12-Month Other Professional (Nonteaching)	$ 906	$ 9,281	$5,396
Classified	$ 705	$ 9,279	$4,962

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Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1996

	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
METROPOLITAN	NA											
SANDBURG	X		X	X			X	X	X		X	
SHAWNEE				X			X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	X
SPOON RIVER	X	X		X			X	X	X		X	
WOOD	X	X	X	X			X	X	X	X	X	X
DANVILLE	X		X				X	X	X		X	X
HIGHLAND	X	X	X	X	X		X	X			X	X
KASKASKIA	X	X		X			X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X		X		X	X
SAUK VALLEY	X	X		X			X	X	X		X	X
ILLINOIS EASTERN	X		X	X			X	X	X		X	
ILLINOIS VALLEY	X	X		X	X		X	X	X			
KANKAKEE	X		X	X			X	X	X	X	X	X
LAKE LAND	X	X		X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X			X	X	X		X	
MC HENRY	X	X		X			X	X			X	X
BELLEVILLE	X	X		X			X	X	X		X	X
BLACK HAWK	X	X	X	X			X	X	X	X	X	X
HEARTLAND	X	X	X	X			X			X	X	
ILLINOIS CENTRAL	X	X	X	X		X	X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X			X	X	X	X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
ELGIN	X	X	X	X			X	X	X		X	X
MORTON	X			X			X	X	X		X	X
PRAIRIE STATE	X	X		X			X	X	X	X	X	
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X		X	X			X	X	X	X	X	
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X			X	X	X	X	X	X
JOLIET	X	X		X				X	X		X	
LAKE COUNTY	X			X			X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X				X	X		X	X
TOTALS	37	26	23	37	4	2	36	36	34	14	36	24

*Usually for select administrators only
NA = Not Applicable
SOURCE OF DATA: Salary Submission (C2)

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Table 20

FISCAL YEAR 1996 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
		$	$		$	$		$	$
SANDBURG	21	89,131	4,244	57	221,355	3,883			
SHAWNEE	9	9,116	1,013	41	38,150	930	1	377	377
SOUTHEASTERN	24	90,405	3,767	38	121,043	3,185	13	43,579	3,352
SPOON RIVER	14	73,723	5,266	36	209,373	5,816			
WOOD	27	158,047	5,854	17	90,741	5,338	23	124,786	5,425
DANVILLE	18	71,817	3,990	55	182,924	3,326	1	3,645	3,645
HIGHLAND	21	139,799	6,657	47	261,344	5,561			
KASKASKIA	30	167,442	5,581	54	294,887	5,461	7	36,427	5,204
KISHWAUKEE	13	38,726	2,979	67	189,863	2,834			
REND LAKE	24	70,982	2,958	58	161,415	2,783	7	18,350	2,621
SAUK VALLEY	19	104,639	5,507	51	189,721	3,720			
ILLINOIS EASTERN	27	79,939	2,961	91	285,627	3,139	14	42,615	3,044
ILLINOIS VALLEY	11	111,918	10,174	65	307,621	4,733	4	4,406	1,102
KANKAKEE	50	163,908	3,278	52	182,159	3,503			
LAKE LAND	18	95,182	5,288	92	464,442	5,048			
LEWIS & CLARK	36	110,682	3,075	75	214,528	2,860			
LOGAN	28	117,803	4,207	94	430,267	4,577			
MC HENRY	39	253,406	6,498	71	458,773	6,462			
BELLEVILLE	31	146,160	4,715	104	464,357	4,465	4	22,191	5,548
BLACK HAWK	11	65,941	5,995	133	670,323	5,040	7	32,887	4,698
HEARTLAND	13	42,910	3,301	5	12,971	2,594	25	69,244	2,770
ILLINOIS CENTRAL	37	172,416	4,660	175	801,429	4,580			
LINCOLN LAND	49	182,479	3,724	116	497,359	4,288			
PARKLAND	36	174,503	4,847	151	745,557	4,937			
RICHLAND	19	102,130	5,375	53	247,417	4,668			
ROCK VALLEY	48	245,439	5,113	120	560,203	4,668	7	38,212	5,459
ELGIN	26	204,175	7,853	103	722,065	7,010			
MORTON	14	119,114	8,508	46	389,873	8,476			
PRAIRIE STATE	35	222,350	6,353	76	344,217	4,529			
SOUTH SUBURBAN	25	159,469	6,379	119	560,964	4,714			
WAUBONSEE	25	161,578	6,463	71	427,322	6,019			
CHICAGO	189	1,739,852	9,206	605	5,622,955	9,294	61	568,440	9,319
DUPAGE	48	300,165	6,253	295	1,619,580	5,490			
HARPER	36	308,709	8,575	185	1,596,622	8,630			
JOLIET	38	192,062	5,054	155	230,568	1,488			
LAKE COUNTY	45	221,646	4,925	159	315,906	1,987			
MORAINE VALLEY	25	161,901	6,476	163	998,536	6,126			
OAKTON	28	171,798	6,136	129	663,094	5,140			
TRITON	27	135,409	5,015	161	768,738	4,775	7	26,869	3,838
	1,234	$7,176,871	$5,816	4,185	$22,564,289	$5,392	181	$1,032,028	$5,702

SOURCE OF DATA: Salary Submission (C2)

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Illinois Community College Board

Table 20
(Continued)
FISCAL YEAR 1996 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
SANDBURG	3	$10,628	$3,543	31	$110,014	$3,549	52	$176,948	$3,403
SHAWNEE				9	8,155	906	25	17,633	705
SOUTHEASTERN	1	5,862	5,862	17	77,469	4,557	28	69,068	2,467
SPOON RIVER	1	7,713	7,713	16	88,047	5,503	32	158,399	4,950
WOOD				25	125,745	5,030	37	167,639	4,531
DANVILLE	3	10,038	3,346	31	113,550	3,663	86	321,389	3,737
HIGHLAND				21	88,985	4,237	50	225,220	4,504
KASKASKIA							34	190,334	5,598
KISHWAUKEE	13	34,522	2,656	23	68,520	2,979	70	192,168	2,745
REND LAKE	9	23,272	2,586	27	76,981	2,851	59	146,378	2,481
SAUK VALLEY	12	48,393	4,033	9	40,233	4,470	41	147,238	3,591
ILLINOIS EASTERN	2	6,186	3,093	47	151,659	3,227	94	298,595	3,177
ILLINOIS VALLEY	3	8,665	2,888	11	87,282	7,935	68	261,391	3,844
KANKAKEE				40	129,289	3,232	62	189,794	3,061
LAKE LAND	14	67,929	4,852	39	176,745	4,532	71	362,220	5,102
LEWIS & CLARK				46	140,622	3,057	65	183,837	2,828
LOGAN				52	183,607	3,531	75	265,695	3,543
MC HENRY	9	66,466	7,385	36	210,704	5,853	52	236,739	4,553
BELLEVILLE	4	12,616	3,154	60	204,278	3,405	134	501,015	3,739
BLACK HAWK	7	26,601	3,800	5	15,198	3,040	220	998,367	4,538
HEARTLAND				19	48,641	2,560	17	40,525	2,384
ILLINOIS CENTRAL	6	23,303	3,884	12	88,945	7,412	229	981,200	4,285
LINCOLN LAND	5	19,264	3,853	52	184,737	3,553	122	417,187	3,420
PARKLAND	10	48,891	4,889	71	301,054	4,240	107	451,059	4,216
RICHLAND				30	122,580	4,086	62	228,627	3,688
ROCK VALLEY	4	16,132	4,033	52	239,185	4,600	137	649,634	4,742
ELGIN	9	54,562	6,062	60	428,390	7,140	105	757,937	7,218
MORTON	3	25,504	8,501				85	706,749	8,315
PRAIRIE STATE	5	18,580	3,716				104	390,574	3,756
SOUTH SUBURBAN	22	102,017	4,637	87	383,538	4,408	94	470,824	5,009
WAUBONSEE	5	30,488	6,098				105	649,753	6,188
CHICAGO	49	460,898	9,406	245	2,273,763	9,281	505	4,685,796	9,279
DUPAGE	29	158,054	5,450				415	1,786,122	4,304
HARPER				64	477,728	7,465	174	1,445,146	8,305
JOLIET							137	192,955	1,408
LAKE COUNTY	17	38,989	2,293	3	12,190	4,063	225	816,321	3,628
MORAINE VALLEY	22	130,880	5,949	68	424,888	6,248	154	934,296	6,067
OAKTON	20	111,653	5,583				246	1,201,403	4,884
TRITON	13	52,000	4,000	58	287,878	4,963	221	903,778	4,089
	300	$1,620,106	$5,400	1,366	$7,370,600	$5,396	4,599	$22,819,953	$4,962

SOURCE OF DATA: Salary Submission (C2)

Section X

FISCAL YEAR 1997
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1997 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 1997 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	2.2%	7.3%	4.8%
Faculty (9 and 12 Months)	3.0%	8.2%	5.0%
Other (Nonteaching) Professional (9 and 12 Months)	2.1%	15.1%	4.7%
Classified	2.8%	12.1%	4.8%

*Weighted

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Table 22

FISCAL YEAR 1997 AVERAGE SALARY INCREASES

District	Administrative	Teaching Faculty	Other Professional	Classified
METROPOLITAN	-- %	-- %	-- %	-- %
SANDBURG	6.5	8.2	15.1	12.1
SHAWNEE	2.2	5.7	3.7	6.9
SOUTHEASTERN	5.0	3.3	4.0	7.0
SPOON RIVER	7.3	5.7	5.5	5.5
WOOD	3.5	3.5	3.5	3.5
DANVILLE	5.0	4.5	5.0	6.0
HIGHLAND	5.5	4.0	5.0	3.8
KASKASKIA	4.0	3.5	--	4.0
KISHWAUKEE	5.0	5.2	5.1	4.5
REND LAKE	3.5	3.7	3.1	3.8
SAUK VALLEY	5.3	3.9	5.1	7.3
ILLINOIS EASTERN	3.0	4.7	3.8	2.8
ILLINOIS VALLEY	4.5	4.3	7.5	4.7
KANKAKEE	5.5	5.6	5.1	5.2
LAKE LAND	7.0	5.3	2.9	3.4
LEWIS & CLARK	5.4	4.1	4.0	4.5
LOGAN	6.1	5.2	8.4	4.9
MC HENRY	4.6	4.8	4.8	4.9
BELLEVILLE	6.0	6.0	6.0	6.0
BLACK HAWK	3.0	6.5	3.7	3.7
HEARTLAND	4.3	4.4	4.6	5.2
ILLINOIS CENTRAL	3.6	3.8	3.4	3.6
LINCOLN LAND	5.5	5.0	5.5	5.5
PARKLAND	4.6	6.3	6.0	7.4
RICHLAND	4.0	4.9	4.0	4.0
ROCK VALLEY	4.5	4.6	5.2	4.6
ELGIN	5.2	5.2	6.9	7.0
MORTON	4.5	4.0	2.1	3.8
PRAIRIE STATE	4.5	4.5	4.5	4.6
SOUTH SUBURBAN	5.3	6.7	4.6	4.5
WAUBONSEE	4.7	3.8	3.8	5.2
CHICAGO	4.7	5.3	4.9	5.5
DUPAGE	5.6	6.8	5.8	4.6
HARPER	4.5	4.7	3.0	4.5
JOLIET	4.0	4.5	4.0	4.0
LAKE COUNTY	4.0	4.5	4.4	4.0
MORAINE VALLEY	3.0	3.0	3.4	4.0
OAKTON	5.0	6.0	5.0	4.3
TRITON	6.9	4.4	4.6	4.4
TOTALS/AVERAGES	4.8 %	5.0 %	4.7 %	4.8 %

-- Not Applicable

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

FISCAL YEAR 1996 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1996 and the average total salaries paid to full-time faculty in fiscal year 1996. The fiscal year 1996 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1995 to June 30, 1996.

The state weighted average total fiscal year salary paid to faculty in fiscal year 1996 for those districts reporting data is $9,257 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 1996. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1996 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 1996 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1996 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 1996 Full-Time Average Faculty Contractual Base Salary	FY 1996 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
METROPOLITAN	$ --	$ --	$ --	--
SANDBURG	37,810	44,082	6,272	16.6%
SHAWNEE	35,500	43,254	7,754	21.8%
SOUTHEASTERN	37,906	43,398	5,492	14.5%
SPOON RIVER	35,227	41,808	6,581	18.7%
WOOD	32,212	33,080	868	2.7%
DANVILLE	36,031	46,872	10,841	30.1%
HIGHLAND	43,887	49,913	6,026	13.7%
KASKASKIA	40,704	49,993	9,289	22.8%
KISHWAUKEE	34,696	43,942	9,246	26.6%
REND LAKE	39,542	49,007	9,465	23.9%
SAUK VALLEY	38,474	45,432	6,958	18.1%
ILLINOIS EASTERN	33,760	44,224	10,464	31.0%
ILLINOIS VALLEY	41,208	46,474	5,266	12.8%
KANKAKEE	42,769	51,561	8,792	20.6%
LAKE LAND	36,709	51,886	15,177	41.3%
LEWIS & CLARK	45,698	51,941	6,243	13.7%
LOGAN	42,021	48,348	6,327	15.1%
MCHENRY	44,873	56,258	11,385	25.4%
BELLEVILLE	48,948	63,403	14,455	29.5%
BLACK HAWK	42,490	50,376	7,886	18.6%
HEARTLAND	36,868	44,394	7,526	20.4%
ILLINOIS CENTRAL	42,169	54,804	12,635	30.0%
LINCOLN LAND	48,721	56,364	7,643	15.7%
PARKLAND	45,980	52,873	6,893	15.0%
RICHLAND	40,184	49,909	9,725	24.2%
ROCK VALLEY	44,243	52,332	8,089	18.3%
ELGIN	57,189	70,057	12,868	22.5%
MORTON	49,706	55,658	5,952	12.0%
PRAIRIE STATE	45,713	50,315	4,602	10.1%
SOUTH SUBURBAN	47,312	60,843	13,531	28.6%
WAUBONSEE	44,799	51,524	6,725	15.0%
CHICAGO	54,445	58,316	3,871	7.1%
DUPAGE	54,273	66,138	11,865	21.9%
HARPER	57,106	63,977	6,871	12.0%
JOLIET	50,239	61,699	11,460	22.8%
LAKE COUNTY	64,345	78,653	14,308	22.2%
MORAINE VALLEY	48,205	65,851	17,646	36.6%
OAKTON	59,257	71,927	12,670	21.4%
TRITON	56,900	68,701	11,801	20.7%
WEIGHTED AVERAGES	$48,509	$57,767	$9,257	19.1%

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

Illinois Community College Board

Table 24

FISCAL YEAR 1996 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
METROPOLITAN	$ --	$ --	$ --
SANDBURG	55,196	25,610	15,996
SHAWNEE	43,180	29,652	18,125
SOUTHEASTERN	48,029	36,788	17,411
SPOON RIVER	45,839	32,277	17,058
WOOD	41,595	32,363	20,442
DANVILLE	49,962	28,647	17,280
HIGHLAND	48,920	26,316	16,135
KASKASKIA	38,059	49,414	24,537
KISHWAUKEE	64,500	31,686	20,444
REND LAKE	53,632	29,886	23,961
SAUK VALLEY	56,875	31,832	22,670
ILLINOIS EASTERN	45,286	32,684	20,436
ILLINOIS VALLEY	47,944	35,766	21,927
KANKAKEE	51,456	26,786	19,364
LAKE LAND	56,401	30,858	20,101
LEWIS & CLARK	62,227	29,336	21,220
LOGAN	63,684	30,433	19,530
MCHENRY	59,054	38,915	20,436
BELLEVILLE	60,441	39,544	23,245
BLACK HAWK	60,177	35,047	23,637
HEARTLAND	60,562	29,768	17,588
ILLINOIS CENTRAL	64,951	37,205	22,849
LINCOLN LAND	56,525	30,338	24,481
PARKLAND	62,959	35,732	22,781
RICHLAND	61,742	32,700	20,811
ROCK VALLEY	52,781	46,322	24,557
ELGIN	62,690	50,372	26,051
MORTON	61,646	34,185	26,185
PRAIRIE STATE	50,243	38,406	19,676
SOUTH SUBURBAN	72,056	42,014	20,692
WAUBONSEE	58,227	38,590	22,233
CHICAGO	58,538	35,335	26,833
DUPAGE	77,810	44,844	27,010
HARPER	76,309	42,062	28,792
JOLIET	51,701	38,432	25,489
LAKE COUNTY	65,369	49,549	26,097
MORAINE VALLEY	66,329	40,140	21,850
OAKTON	79,677	49,576	30,485
TRITON	64,096	46,940	25,129
WEIGHTED AVERAGES	$58,820	$38,370	$23,795

-- Not Applicable

SOURCE OF DATA: Salary Submission (C1)

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Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1993 TO 1997

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1993 TO 1997*

	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997
Faculty (9 Month)	$44,065	$45,817	$47,418	$48,843	$50,095
Faculty (12 Month)	$38,199	$33,693	$34,697	$35,127	$36,433
Administrators (12 Month)	$50,801	$53,469	$54,761	$56,092	$57,951
Other Professionals (9 Month)	$41,782	$44,615	$46,734	$43,355	$44,432
Other Professionals (12 Month)	$29,715	$30,696	$31,246	$33,164	$34,047

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports